



## FISCAL MEMORANDUM

### HB 637 - SB 1109

March 13, 2023

**SUMMARY OF BILL AS AMENDED (005236):** Establishes that an employer who requires an immunization as a condition of employment or continued employment must grant an exemption from the requirement to an employee who files a written statement of religious objection. Prohibits an employer from taking an adverse action against a person who files a statement of religious objection.

Allows healthcare providers to implement and provide reasonable accommodation measures to a person who files a statement of religious objection in order to protect the safety and health of other persons from communicable diseases. Creates a private right of action against an alleged violator for a person injured as a result of a violation of the proposed legislation.

Excludes an employer that is a Medicare or Medicaid certified healthcare provider, to the extent such healthcare provider is subject to a valid and enforceable Medicare or Medicaid condition or requirement of participation that imposes a requirement contrary to the proposed legislation.

### FISCAL IMPACT OF BILL AS AMENDED:

#### NOT SIGNIFICANT

Assumptions for the bill as amended:

- Any impact resulting from this legislation is assumed to be borne by private parties to civil actions.
- The proposed legislation will not significantly impact any programs or policies of state or local governments or result in a significant increase in caseloads; therefore, any fiscal impact is estimated to be not significant.

### IMPACT TO COMMERCE OF BILL AS AMENDED:

#### NOT SIGNIFICANT

Assumption:

- The proposed legislation will not result in any significant impact to jobs or commerce in Tennessee.

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The script is cursive and fluid.

Krista Lee Carsner, Executive Director

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